

Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 1998 were \$68,400 and \$50,700, respectively. For 1999, the tier I limit increased to \$72,600 per year, while the tier II limit was \$53,700 per year. Under the unemployment program, the taxable earnings base was the first \$925 of each employee's monthly earnings in 1998 and \$970 in 1999. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue is 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. The employer shown for employees reported by more than one employer is the last employer in the year.
2. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One year of service represents service in 12 to 23 months; two years, service in 24 to 35 months, etc.

3. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records shortly after the end of the calendar year. Late reports were last included in 1987.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1998

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1937.....	1,996	1,279	\$2,294	\$2,264	98.7	.....	1,758	1,115	\$1,985	\$1,959
1938.....	1,617	1,093	2,047	2,008	98.1	.....	1,404	939	1,746	1,713
1939.....	1,666	1,151	2,180	2,145	98.4	.....	1,427	988	1,863	1,833
1940.....	1,708	1,195	2,280	2,248	98.6	.....	1,453	1,027	1,964	1,936
1941.....	2,052	1,322	2,697	2,657	98.5	.....	1,762	1,140	2,332	2,297
1942.....	2,587	1,470	3,394	3,302	97.3	.....	2,209	1,271	2,932	2,853
1943.....	2,887	1,591	4,100	3,944	96.2	.....	2,391	1,355	3,521	3,387
1944.....	2,903	1,670	4,523	4,301	95.1	.....	2,325	1,415	3,858	3,669
1945.....	3,014	1,680	4,530	4,340	95.8	.....	2,414	1,420	3,862	3,700
1946.....	2,658	1,622	4,883	4,639	95.0	.....	2,198	1,359	4,171	3,963
1947.....	2,470	1,598	5,113	4,750	92.9	.....	2,072	1,352	4,352	4,036
1948.....	2,339	1,558	5,539	4,952	89.4	.....	1,984	1,327	4,769	4,233
1949.....	2,112	1,403	5,133	4,609	89.8	.....	1,802	1,192	4,419	3,926
1950.....	2,073	1,421	5,327	4,704	88.3	.....	1,772	1,220	4,594	4,042
1951.....	2,103	1,476	6,101	5,111	83.8	.....	1,796	1,276	5,273	4,409
1952.....	2,045	1,429	6,185	5,046	81.6	.....	1,733	1,226	5,327	4,333
1953.....	1,982	1,405	6,147	4,989	81.2	.....	1,679	1,206	5,325	4,282
1954.....	1,690	1,250	5,630	4,707	83.6	.....	1,424	1,064	4,854	4,016
1955.....	1,694	1,239	5,801	4,925	84.9	.....	1,433	1,058	4,992	4,214
1956.....	1,647	1,220	6,206	5,060	81.5	.....	1,388	1,043	5,325	4,307
1957.....	1,510	1,150	6,177	4,859	78.7	.....	1,278	986	5,358	4,166
1958.....	1,321	984	5,722	4,246	74.2	.....	1,115	841	4,930	3,626
1959.....	1,242	949	5,751	4,377	76.1	.....	1,050	816	4,986	3,768
1960.....	1,177	909	5,648	4,404	78.0	.....	995	780	4,894	3,793
1961.....	1,082	836	5,345	4,076	76.3	.....	911	718	4,624	3,488
1962.....	1,033	815	5,381	3,991	74.2	.....	869	700	4,662	3,422
1963.....	1,011	790	5,350	3,955	73.9	.....	852	680	4,630	3,402
1964.....	990	775	5,446	4,211	77.3	.....	827	665	4,698	3,606
1965.....	969	753	5,590	4,140	74.1	.....	799	640	4,793	3,522
1966.....	955	741	5,676	4,719	83.1	.....	793	631	4,879	4,040

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1998 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1967.....	911	713	\$5,734	\$4,613	80.4	.....	767	610	\$4,934	\$3,954
1968.....	879	683	5,878	5,000	85.1	.....	747	591	5,111	4,338
1969.....	865	659	6,092	4,966	81.5	.....	742	578	5,363	4,354
1970.....	825	640	6,281	4,896	77.9	.....	719	566	5,557	4,319
1971.....	774	611	6,602	4,830	73.2	.....	680	544	5,895	4,300
1972.....	737	589	7,156	5,350	74.8	.....	652	527	6,435	4,792
1973.....	726	584	7,936	6,265	78.9	.....	645	524	7,134	5,635
1974.....	739	592	8,399	7,271	86.6	.....	661	533	7,576	6,570
1975.....	678	548	8,346	7,112	85.2	.....	609	497	7,563	6,478
1976.....	661	540	9,262	7,848	84.7	.....	606	496	8,494	7,238
1977.....	655	546	10,038	8,495	84.6	.....	602	503	9,224	7,854
1978.....	667	542	10,938	9,020	82.5	.....	602	491	9,909	8,203
1979.....	675	554	12,472	11,168	89.5	\$10,120	610	503	11,300	10,183
1980.....	636	532	13,129	11,870	90.4	10,520	568	480	11,784	10,804
1981.....	603	503	13,368	12,402	92.8	10,849	545	457	12,106	11,338
1982.....	555	440	12,501	11,797	94.4	10,332	498	398	11,354	10,715
1983.....	497	395	12,349	11,724	94.9	10,257	428	343	10,797	10,250
1984.....	474	395	12,949	12,346	95.3	10,783	411	345	11,421	10,890
1985.....	452	372	12,736	12,117	95.1	10,807	384	323	11,138	10,597
1986.....	423	342	12,496	11,958	95.7	10,687	358	293	10,830	10,364
1987.....	400	320	12,529	11,881	94.8	10,481	335	271	10,707	10,154
1988.....	374	312	12,193	11,660	95.6	10,264	306	258	10,260	9,810
1989.....	355	308	12,128	11,513	94.9	10,262	288	251	10,057	9,547
1990.....	341	296	11,828	11,377	96.2	10,221	275	241	9,696	9,326
1991.....	327	285	12,032	11,560	96.1	10,328	265	231	9,918	9,528
1992.....	318	276	12,696	11,896	93.7	10,573	256	223	10,453	9,794
1993.....	310	271	12,420	11,716	94.3	10,490	248	217	10,189	9,611
1994.....	305	266	12,490	11,884	95.1	10,664	245	214	10,210	9,715
1995.....	298	265	12,549	11,911	94.9	10,639	238	212	10,199	9,681
1996.....	290	257	12,873	12,214	94.9	10,844	231	205	10,468	9,932

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1998 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1997	287	253	\$13,144	\$12,500	95.1	\$11,140	229	201	\$10,664	\$10,142
1998	295	256	14,055	13,155	93.6	11,712	236	205	11,490	10,754

¹ Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

² Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Average employment and total compensation based on Surface Transportation Board (previously Interstate Commerce Commission) reports. For all employees, such data include estimates of employees and compensation not reported to the STB (ICC).

Table D2.--Employees, by employment status, 1969-1998 (In thousands)

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total	Females				
1969.....	865	56	143	721	100	21
1970.....	825	53	128	696	86	18
1971.....	774	50	103	671	62	16
1972.....	737	47	100	637	55	12
1973.....	726	46	88	639	76	13
1974.....	739	47	99	641	87	13
1975.....	678	44	88	591	32	6
1976.....	661	43	68	593	58	11
1977.....	655	44	62	593	53	9
1978.....	667	45	63	604	65	9
1979.....	675	48	76	600	63	9
1980.....	636	49	61	575	32	5
1981.....	603	47	61	542	22	5
1982.....	555	43	71	485	7	6
1983.....	497	39	48	449	7	5
1984.....	474	37	41	433	11	14
1985.....	452	36	44	408	11	8
1986.....	423	33	43	380	8	6
1987.....	400	31	47	353	8	12
1988.....	374	29	38	335	13	7
1989.....	355	27	32	323	14	6
1990.....	341	29	28	313	14	4
1991.....	327	28	23	304	10	4
1992.....	318	28	25	293	11	4
1993.....	310	27	23	286	13	3
1994.....	305	27	21	283	15	3
1995.....	298	26	22	276	12	2
1996.....	290	25	21	268	12	2
1997.....	287	25	19	268	17	2
1998.....	295	26	(1)	(1)	24	3

¹ Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 1989-1998

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
ALL CLASSES OF EMPLOYER							
1989.....	355	10.8	\$2,943	\$31,880	276	\$3,005	\$36,060
1990.....	341	10.8	3,034	32,849	267	3,107	37,284
1991.....	327	10.9	3,188	34,868	260	3,268	39,216
1992.....	318	11.0	3,368	36,898	256	3,426	41,112
1993.....	310	11.0	3,390	37,308	251	3,469	41,628
1994.....	305	11.0	3,503	38,474	247	3,598	43,180
1995.....	298	11.0	3,574	39,480	243	3,650	43,795
1996.....	290	11.0	3,768	41,566	237	3,855	46,263
1997.....	287	11.0	3,909	42,962	234	4,001	48,009
1998.....	295	10.9	4,053	44,189	235	4,185	50,217
CLASS I RAILROADS							
1989.....	288	10.9	\$2,986	\$32,631	227	\$3,033	\$36,396
1990.....	275	10.9	3,058	33,364	218	3,123	37,476
1991.....	265	11.0	3,223	35,499	213	3,291	39,492
1992.....	256	11.0	3,421	37,718	209	3,462	41,544
1993.....	248	11.1	3,437	38,174	204	3,500	42,000
1994.....	245	11.1	3,538	39,188	201	3,620	43,436
1995.....	238	11.1	3,600	40,120	197	3,660	43,923
1996.....	231	11.1	3,811	42,364	192	3,885	46,623
1997.....	229	11.1	3,952	43,819	189	4,030	48,356
1998.....	236	11.0	4,105	45,088	191	4,230	50,756

Table D4.--All employees and employees age 65 or older, by completed years of service, 1989-1998 (In thousands)

	Completed years of service									
	Total		Less than 10		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL EMPLOYEES										
1989.....	355	100	81	23	150	42	75	21	50	14
1990.....	341	100	74	22	140	41	82	24	45	13
1991.....	327	100	69	21	130	39	88	27	41	12
1992.....	318	100	67	21	120	38	93	29	38	12
1993.....	310	100	69	22	106	34	98	32	36	12
1994.....	305	100	73	24	93	30	104	34	35	12
1995.....	298	100	74	25	83	28	105	35	35	12
1996.....	290	100	75	26	73	25	106	36	37	13
1997.....	287	100	81	28	62	22	107	37	38	13
1998.....	295	100	94	32	54	19	106	36	40	14
EMPLOYEES AGE 65 OR OLDER										
1989.....	3	100	(1)	7	(1)	19	(1)	19	1	56
1990.....	2	100	(1)	7	(1)	17	(1)	20	1	55
1991.....	2	100	(1)	8	(1)	16	(1)	20	1	56
1992.....	2	100	(1)	8	(1)	17	(1)	21	1	54
1993.....	2	100	(1)	10	(1)	16	(1)	23	1	51
1994.....	2	100	(1)	9	(1)	17	1	26	1	48
1995.....	2	100	(1)	8	(1)	16	1	30	1	46
1996.....	2	100	(1)	10	(1)	16	1	28	1	46
1997.....	2	100	1	23	(1)	14	1	25	1	39
1998.....	2	100	1	28	(1)	13	1	24	1	35

¹ Fewer than 500.

Table D5.--Employees in 1998 and selected service and compensation data, by class of employer

Class of employer	Number of employees		Average months of service	Average creditable compensation per month of service		Number of employees by amount of average creditable compensation per month of service				
				All employees	Employees with 12 months of service	Under \$3,000	\$3,000-3,899.99	\$3,900-4,799.99	\$4,800-5,699.99	\$5,700.00
	Total	Female								
Class I railroads	236,035	19,258	11.0	\$4,105	\$4,230	52,031	69,997	42,823	31,509	39,675
Class II railroads.	11,890	940	10.7	3,592	3,751	4,359	3,537	2,172	1,047	775
Class III railroads	32,408	3,537	10.6	3,959	4,126	9,640	7,800	5,957	5,022	3,989
Switching and terminal companies . .	6,577	389	10.3	3,662	3,843	2,374	1,878	1,251	582	492
Car-loan companies . . .										
Miscellaneous employers¹.	2,921	207	11.1	3,421	3,477	1,149	1,172	268	140	192
	4,764	1,601	10.0	4,146	4,249	1,618	698	576	456	1,416
Total	294,595	25,932	10.9	\$4,053	\$4,185	71,171	85,082	53,047	38,756	46,539

¹ Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 1998

Class or name of employer	All employees				New entrants		Creditable Compensation (thousands)		
	Total	With 12 Months of service in 1998	With 10 or more years of service	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
CLASS OF EMPLOYER									
Class I railroads	236,035	190,636	166,770	224,757	18,374	11,627	\$10,642,328	\$ 9,526,309	\$2,377,874
Class II railroads	11,890	9,094	6,922	11,010	1,155	658	455,888	427,748	115,089
Class III railroads	32,408	24,756	18,828	29,734	2,801	1,519	1,363,951	1,225,107	311,825
Switching and terminal companies	6,577	4,767	4,200	5,848	715	305	246,909	230,746	61,157
Car-loan companies	2,921	2,480	1,416	2,792	216	134	111,077	105,840	29,945
Miscellaneous employers¹	4,764	3,437	2,690	4,025	540	215	197,570	168,977	41,894
Total	294,595	235,170	200,826	278,166	23,801	14,458	\$13,017,723	\$11,684,726	\$2,937,783
SELECTED EMPLOYERS									
Burlington Northern and Santa Fe Ry. Co.	51,316	43,055	34,429	49,705	2,809	1,975	\$ 2,421,127	\$ 2,152,531	\$ 529,784
Consolidated Rail Corporation (Conrail)	22,008	18,203	18,154	21,147	1,120	729	1,045,797	917,049	223,871
CSX Transportation Incorporated	32,764	26,568	26,189	31,475	2,540	1,805	1,475,342	1,340,970	332,204
Grand Trunk Western Railroad Incorporated	2,544	1,989	2,038	2,424	121	76	109,474	99,978	25,370
Illinois Central Gulf Railroad Company	3,473	2,930	2,851	3,289	150	93	167,346	146,038	35,150
Kansas City Southern Railway Company	2,791	2,223	1,764	2,674	275	218	131,975	115,104	27,956
Soo-Kansas City Southern Joint Agency	163	127	114	148	14	8	6,815	6,134	1,538
National Railroad Passenger Corp. (Amtrak)	27,599	21,218	16,158	25,677	2,493	1,369	1,064,894	988,997	269,739
Norfolk Southern Corporation	26,718	21,684	18,635	25,327	2,776	1,733	1,167,221	1,063,706	268,651
Soo Line Railroad Company	3,979	2,988	2,686	3,757	321	192	161,397	148,774	39,098
Union Pacific Railroad Company	62,680	49,651	43,752	59,134	5,755	3,429	2,890,940	2,547,028	624,513

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

Table D7.-- Employees in 1998, by class of employer and amount of creditable compensation

Class of employer	Number by amount of creditable compensation										
	Total	Under \$25,000	\$25,000-34,999	\$35,000-39,999	\$40,000-44,999	\$45,000-49,999	\$50,000-54,999	\$55,000-59,999	\$60,000-64,999	\$65,000-68,399	\$68,400
Class I railroads	236,035	30,328	25,292	35,329	27,587	22,222	18,966	15,582	13,769	9,530	37,430
Class II railroads	11,890	2,415	2,064	1,755	1,423	1,138	985	696	473	240	701
Class III railroads	32,408	6,329	4,028	3,043	3,545	3,125	2,700	2,076	1,851	2,200	3,511
Switching and terminal companies ..	6,577	1,527	962	914	778	649	537	398	251	139	422
Car-loan companies	2,921	366	697	852	357	186	115	66	48	59	175
Miscellaneous employers ¹	4,764	1,255	540	355	288	242	274	228	203	130	1,249
Total	294,595	42,220	33,583	42,248	33,978	27,562	23,577	19,046	16,595	12,298	43,488

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D8.--Employees in 1998, by class of employer and months of service

Class of employer	Total	Number by months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
Class I railroads	236,035	190,636	7,301	5,531	4,526	3,967	3,669	3,394	3,466	3,311	3,289	3,545	3,400
Class II railroads	11,890	9,094	378	305	297	216	212	176	212	262	274	236	228
Class III railroads	32,408	24,756	880	733	747	663	711	653	578	620	703	662	702
Switching and terminal companies . . .	6,577	4,767	219	161	113	145	119	128	118	136	216	195	260
Car-loan companies	2,921	2,480	62	21	47	47	32	30	40	49	33	40	40
Miscellaneous employers ¹	4,764	3,437	94	75	91	79	87	116	101	98	113	165	308
Total	294,595	235,170	8,934	6,826	5,821	5,117	4,830	4,497	4,515	4,476	4,628	4,843	4,938

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 1998, by amount of creditable compensation and by sex or completed years of service

Creditable compensation	Total Number	Sex		Completed years of service						
		Male	Female	Less than 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and over
Under \$10,000.00.....	19,891	17,044	2,847	14,266	1,267	757	784	1,087	726	1,004
\$10,000.00-\$19,999.99.....	13,750	11,758	1,992	9,373	970	536	825	789	458	799
\$20,000.00-\$24,999.99....	8,579	7,195	1,384	5,109	888	573	562	556	401	490
\$25,000.00-\$29,999.99....	12,407	10,339	2,068	5,702	1,690	922	1,188	1,170	813	922
\$30,000.00-\$34,999.99....	21,176	17,879	3,297	6,380	2,716	1,853	2,736	3,076	2,433	1,982
\$35,000.00-\$39,999.99....	42,248	37,745	4,503	6,799	4,659	3,375	5,995	8,532	7,358	5,530
\$40,000.00-\$44,999.99....	33,978	31,066	2,912	5,515	3,825	2,757	4,709	6,998	5,966	4,208
\$45,000.00-\$49,999.99....	27,562	25,705	1,857	4,155	3,060	2,084	3,696	5,819	5,052	3,696
\$50,000.00-\$52,499.99....	12,361	11,649	712	1,636	1,335	887	1,687	2,638	2,408	1,770
\$52,500.00-\$54,999.99....	11,216	10,589	627	1,425	1,148	833	1,470	2,493	2,252	1,595
\$55,000.00-\$57,499.99....	9,805	9,325	480	1,080	960	721	1,246	2,211	2,107	1,480
\$57,500.00-\$59,999.99....	9,241	8,786	455	908	883	612	1,207	2,222	1,973	1,436
\$60,000.00-\$62,499.99....	8,604	8,216	388	700	760	560	1,155	2,000	1,996	1,433
\$62,500.00-\$64,999.99....	7,991	7,656	335	555	686	502	998	1,892	1,936	1,422
\$65,000.00-\$67,499.99....	9,346	8,880	466	504	657	608	1,222	2,295	2,345	1,715
\$67,500.00-\$68,399.99....	2,952	2,774	178	148	212	226	361	712	763	530
\$68,400.00.....	43,488	42,057	1,431	1,528	2,270	2,129	4,432	10,382	12,431	10,316
Total.....	294,595	268,663	25,932	65,783	27,986	19,935	34,273	54,872	51,418	40,328

Table D10.--Employees in 1998, by amount of creditable compensation or sex and by age

Creditable compensation	Total number ¹	Age on birthday in 1998											
		Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69	70 and older
Under \$10,000.00.....	19,891	569	2,719	2,802	2,309	2,295	2,397	2,090	1,520	973	854	213	146
\$10,000.00-\$19,999.99....	13,750	197	2,014	2,265	1,767	1,592	1,703	1,407	999	626	648	94	122
\$20,000.00-\$24,999.99....	8,579	48	1,019	1,383	1,072	1,028	1,125	978	718	488	460	51	75
\$25,000.00-\$29,999.99....	12,407	41	1,035	1,669	1,454	1,503	1,735	1,651	1,248	916	758	109	125
\$30,000.00-\$34,999.99....	21,176	17	1,061	2,113	1,980	2,250	3,379	3,623	3,046	2,076	1,190	127	147
\$35,000.00-\$39,999.99....	42,248	7	874	2,473	2,787	3,727	7,248	8,926	7,879	5,434	2,366	190	150
\$40,000.00-\$44,999.99....	33,978	3	648	2,089	2,436	3,227	6,202	7,374	6,132	3,791	1,639	144	126
\$45,000.00-\$49,999.99....	27,562	2	409	1,606	2,081	2,631	5,075	6,127	4,929	3,049	1,343	102	80
\$50,000.00-\$52,499.99....	12,361	1	152	706	857	1,202	2,323	2,693	2,338	1,406	552	51	28
\$52,500.00-\$54,999.99....	11,216	...	136	575	796	1,052	2,132	2,615	2,047	1,230	515	33	33
\$55,000.00-\$57,499.99....	9,805	...	87	436	650	930	1,867	2,294	1,921	1,080	428	44	23
\$57,500.00-\$59,999.99....	9,241	2	47	382	591	878	1,806	2,199	1,819	1,015	409	43	15
\$60,000.00-\$62,499.99....	8,604	1	39	295	497	749	1,687	2,049	1,815	1,023	367	38	11
\$62,500.00-\$64,999.99....	7,991	...	31	244	423	607	1,506	2,032	1,688	1,030	355	38	19
\$65,000.00-\$67,499.99....	9,346	...	22	209	428	750	1,708	2,478	2,028	1,165	468	49	18
\$67,500.00-\$68,399.99....	2,952	...	5	55	131	221	559	814	670	342	131	13	1
\$68,400.00.....	43,488	...	58	542	1,186	2,329	7,365	11,694	10,687	6,619	2,569	275	80
ALL EMPLOYEES													
Male.....	268,663	764	9,247	17,781	18,828	23,757	45,549	56,303	47,496	29,874	13,938	1,401	735
Female.....	25,932	124	1,109	2,063	2,617	3,214	4,268	4,741	3,988	2,389	1,114	213	65
Total.....	294,595	888	10,356	19,844	21,445	26,971	49,817	61,044	51,484	32,263	15,052	1,614	800

¹ Includes employees whose age was not reported.

Table D11.--Employees in 1998, by age or sex and by completed years of service

Age on birthday in 1998	Completed years of service													
	Total		Less than 10		10 to 14		15 to 19		20 to 24		25 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 20.	888	100	888	100	.....	...	.....	...	.....	...	.....	...	.....	...
20 to 24.	10,356	100	10,356	100	.....	...	.....	...	.....	...	.....	...	.....	...
25 to 29.	19,844	100	19,703	99	141	1	.....	...	.....	...	.....	...	.....	...
30 to 34.	21,445	100	19,112	89	2,271	11	62	(1)	.....	...	.....	...	.....	...
35 to 39.	26,971	100	15,724	58	4,968	18	5,394	20	885	3	.....	...	.....	...
40 to 44.	49,817	100	11,335	23	5,246	11	13,000	26	18,358	37	1,878	4	.....	...
45 to 49.	61,044	100	7,131	12	3,598	6	8,560	14	20,368	33	20,386	33	1,001	2
50 to 54.	51,484	100	3,824	7	1,939	4	4,384	9	9,501	18	19,428	38	12,408	24
55 to 59.	32,263	100	1,661	5	1,014	3	1,900	6	3,867	12	6,980	22	16,841	52
60 to 64.	15,052	100	565	4	447	3	794	5	1,627	11	2,422	16	9,197	61
65 to 69.	1,614	100	126	8	98	6	157	10	228	14	295	18	710	44
70 and older.	800	100	556	70	44	6	14	2	27	3	25	3	134	17
ALL EMPLOYEES														
Male.	268,663	100	81,847	30	17,102	6	30,986	12	51,523	19	48,743	18	38,462	14
Female.	25,932	100	11,922	46	2,833	11	3,287	13	3,349	13	2,675	10	1,866	7
Total².	294,595	100	93,769	32	19,935	7	34,273	12	54,872	19	51,418	17	40,328	14

¹ Less than 0.5 percent.

² Includes employees whose age was not reported.

NOTE.-- The median age for male employees was 46 years, for female employees 44 years, and for all employees 46 years.

Table D12.--Employees in 1998, by sex and completed years of service

Completed years of service	All employees		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
30 and over	40,328	14	38,462	14	1,866	7
25 to 29	51,418	31	48,743	32	2,675	18
20 to 24	54,872	50	51,523	52	3,349	30
15 to 19	34,273	61	30,986	63	3,287	43
10 to 14	19,935	68	17,102	70	2,833	54
9	5,529	70	4,657	71	872	57
8	5,463	72	4,645	73	818	61
7	4,796	74	4,117	75	679	63
6	5,364	75	4,698	76	666	66
5	6,834	78	5,887	78	947	69
4	9,223	81	8,250	82	973	73
3	8,051	84	7,216	84	835	76
2	9,286	87	8,212	87	1,074	80
1	14,587	92	12,863	92	1,724	87
Less than 1	24,636	100	21,302	100	3,334	100
Total	294,595	100	268,663	100	25,932	100